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MEMORANDUM FOR THE RECORD

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FROM   :

████████████████

~~Chief, Career~~ Management Group
Plans Staff, Operations Directorate

SUBJECT: Service as Junior Officer Board Member,

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████████████████████████

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1.   ████████████████ served as a regular member of the
Junior Officer Board from July 1974 to July 1975 and this
memorandum is intended not only to document his membership
but also to express my thanks and appreciation for the thought,
the time, and the effort he contributed to the Board's mission.
As a member of the Junior Officer Board, ████████████ partic-   25X1A
ipated in the selection, training, and assignment of new DDO
Officers, the reassignment of other junior professionals in the
Directorate, and the evaluation and selection of clerical
employees for assignment as professional careerists. These
tasks require experience, perception, and good judgment at all
times, but such qualities were especially needed during the
recent, and continuing, period of transition in the Agency
that has seen major changes in the DDO's mission, programs,
and personnel.

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2.   ██████████████ served on the Junior Officer Board as
the representative from the Near East Division. As an experienced
case officer and senior management official with the Near East

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Division, ██████████████ was able to make a valuable contribution
to the Board's consideration of personnel management problems and
procedures, and his judgments were frequently an important factor
in the decisions reached. His emphasis on demonstrated ability
rather than assessed potential as a primary yardstick for measur-
ing young professionals, and his willingness to support a minority
view when favoring such position, made him one of the stronger
members of the board. ██████████████████ judgments on new DDO   25X1A
candidates were thorough and perceptive, and generally among
those most highly valued.

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3. I again extend my thanks to ████████████ for his   25X1A
assistance in making the Junior Officer Board an effective and
valuable part of the DDO personnel management system.

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